

LINK Perspective

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Career Magazine for the Navy Professional



Mission First ...
Sailors Always

Inside _____

Personnel News 4

Art Credit: (Cover) Lt. Andrew Neboshynsky and Operations Specialist 1st Class Troy Tyson monitor anti-submarine warfare (ASW) activity in the Pacific using the Maui High Performance Computing Center (MHPCC). Managed by the University of Hawaii, the MHPCC is an Air Force Research Laboratory Center and is ranked as one of the top supercomputer sites in the world. The MHPCC provides parallel computing capability to the research, science and war-fighter communities. Commander Task Force Twelve provides essential Anti-Submarine Warfare training to American and Allied Navy assets, and incorporates the MHPCC throughout pre-deployment training. The computer can provide extremely quick solutions to complicated exercise data. U.S. Navy photo by Chief Journalist David Rush



VADM G. L. Hoewing Chief of Naval Personnel
RDML John M. Stewart Commander, Navy Personnel Command
CAPT William F. Foster Dir. NAVPERSCOM Communications
CDR R.J.T. Lescault Public Affairs Officer
Ms. Lindsay Conner Managing Editor
JO1 Teresa J. Frith Editor

LINK-Perspective(NAVPER 15892) is the career bulletin of the Navy professional. Its mission is to provide all Navy personnel information regarding key policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *LINK-Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in *LINK-Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

The *LINK-Perspective* office is located in Room S301, Goetch Hall, Bldg. 768, Millington, Tenn.

The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

Hello from Millington!

As a way of introduction, I am very pleased to be the new Commander, Navy Personnel Command relieving RADM John Townes as of March 4. I come to Millington from Washington D.C., where I served as Assistant Deputy Chief of Naval Operations (Manpower and Personnel), with additional duties as Director, Individual Augmentation and Reserve Mobilization on the OPNAV N3/N5 staff. During that time frame, I also served as Commander, Naval Reserve Region Southeast.

All of us here at Navy Personnel Command wish RADM and Mrs. Townes fair winds and following seas as they transition to San Antonio. The admiral retired from the Navy after serving 33 faithful years, and has accepted a position with United Services Automobile Association (USAA).

As CNPC, I look forward to working with the nearly 1,800 enlisted Sailors, officers and civilians who make up Navy Personnel Command. Here in Millington, our mission is our primary customer, the American Sailor. We will continue to accomplish this tasking in a professional and proficient manner. As always - Mission First, Sailors Always - will be in the forefront.

Looking at this issue of *LINK-Perspective*, you may notice that it is smaller than previous issues and does not include the sections from the individual detailers and officer codes. That information is not gone forever, but has been relocated to the individual web pages for each enlisted rating or officer code. This was done in an effort to reduce redundancy and keep the information up-to-date relative to each rating or code.

LINK-Perspective will continue to bring you all the Navy-wide information important to your career, as well as issues on selected topics and subjects of interest throughout the fleet. You can find news and announcements from your individual rating detailers and officer codes by going to the BUPERS website at <http://www.npc.navy.mil> and clicking on either the enlisted or officer tab and scrolling down to the desired topic.

Next, I would like to briefly discuss the new High Year Tenure policy for E-5s, which changes from 20 to 14 years of service, effective 1 July 2005. This change affects active duty Sailors, Full Time Support, and Navy Reservists, who have been on active duty for two or more years. Navy Reservists who are Selected Reserve Sailors are not affected by this change. E-5s with 10 or more years as of the effective date will be allowed to serve up to 20 years, with all others having to be promoted to E-6 by 14 years.

Advancement opportunities are expected to increase for Sailors in the E-4 to E-6 ranges. We foresee about 1,520 E-5s being affected by the HYT change, with 600 fewer retirements each year. Take this opportunity to re-evaluate your career and make the necessary adjustments to ensure you will be able to Stay Navy. (See related story on page 8 for more details.)

Next, I would like to make you all aware of the exciting improvements recently made to the Job Advertising and Selection System Career Management System (JCMS). Most of you are probably



familiar with the Job Advertising and Selection System, or JASS. JCMS is not just a new name, but brings some great new features that will enhance on-line job-hunting capabilities. JCMS gives the individual Sailor the ability to see the Navy's top five jobs, the first five jobs that match their preferences, and the first five jobs with incentives. The listings will also highlight which jobs match the Sailor's skills, based on their individual Five Vector Model. Indicators also measure the Sailor's skills, preferences, and Permanent Change of Station (PCS) costs in order to rate each job presented. Commands also benefit from the new system, because it allows them to see an applicant's pay grade, rate, NEC, school and platform history. This will give them a better idea of that Sailor's ability to fill the job before they choose someone to fill it. The command role will become even more important in the future as NEC's are phased out and replaced with Skill Objects. These skills will better define critical attributes associated with a Sailor and billet making command input critical. (See related story on page 5 for more details.)

Finally, I thank the Sailors participating in the ongoing Task Force Uniform six-month testing of the proposed new service and working uniforms for E-6 and below. By taking part in the important evaluating phase, these Sailors are helping to develop the future look of our Navy.

Navy Personnel Command continues to work hard for our Sailors and their families in all areas big or small. I look forward to serving with you all during the next few months and to the exciting changes that are happening every day.

RDML John M. Stewart

Personnel News

Active duty augmentation process in transition

*By JO1 Teresa J. Frith,
Navy Personnel Command
Communications*

Active Duty Augmentation (ADA) is used to temporarily reassign personnel to fill emergent contingency support billets or to meet Combatant Commander joint manpower requirements. With the increasing demands on all the Services to support the Global War on Terror (GWOT), the Navy will increase levels of personnel being temporarily reassigned to support ongoing operations in the Middle East, USEUCOM and Guantanamo Bay, Cuba.

Currently, Sailors assigned to these billets are on TAD orders. The Navy historically has limited such temporary reassignments to 179 days away from a Sailor or officer's permanent duty station, consistent with TDY entitlements normally allowed by the Joint Federal Travel Regulations. However, SECNAV has authorized extended TDY entitlements, if necessary, to support longer reassignments in support of the GWOT. Alternatively, Sailors may be issued PCS orders to these positions as appropriate.

"Active duty augmentation is nothing new. The Navy has been supporting its joint partners for many years," said CAPT Brian Marks, Director, PERS-46 Augmentation Branch. "Previously, however, the individual augmentation requirements were fewer and easily filled with Sailors on six-month TAD orders. The trend is now changing toward elevated and sustained requirements which make it difficult to fill with short-term, temporary orders."

In order to best adjust to these new requirements, a working group has been formed to revise the Active Duty Augmentation process to integrate with Navy's manpower system and facilitate issuance of longer duration TDY and/or PCS orders within the context of our existing distribution process.

"We foresee that the need for Navy augmentation is going to be long-standing," said Marks. "By integrating augmentation into the distribution and assignment pro-

cess, we will gain much-needed visibility of requirements, manning impacts on losing commands, and systemic visibility of personnel being reassigned in support of contingency operations."

At this time, there are over 1,000 billets being filled on various joint task forces throughout the world. The existing "rip-to-fill" process used now to put people into those billets puts strain on the Sailor, his or her command and the command they are receiving orders to, because there is little stability in predicting the length of the stay, or who will replace the current billet holder at the end of the TAD assignment. By using longer duration TDY or PCS orders, the loss would happen as a normal part of the transfer process and provide more stability for everyone concerned.

"PCS orders for augmentees are beneficial for the Sailor, his/her family, and the gaining command in theatres," said CAPT Diane Lofink, Deputy PERS-4, Career Management Department. "First, the Sailor will have choices through orders negotiation. Notification time to prepare for deployment and time for family arrangements will be increased, giving the Sailor predictability and stability in their personal lives. Families may

execute a PCS move to another location within CONUS for the duration of the tour, if desired. The duty may offer financial benefits such as tax-free status and special pays. The gaining command will have more stable staff through extended tour lengths."

"By using longer duration orders, we can better plan for reliefs and with longer advance notification of assignment. Our Sailors can also better prepare for the transition," added Marks. "Billets will be filled with volunteers on one-year PCS orders as much as possible, but, unfortunately, emergent requirements will still come up. They will be filled with the best-qualified, available candidate on orders of duration and type as appropriate to meet the requirement."

The first Sailors to be affected by the proposed new augmentation assignment duration policy will be security personnel going to Guantanamo Bay, Cuba in support of GWOT. The initial groups will be issued TAD orders of up to 270 days in duration. Their replacements arriving in September/October will be issued one-year unaccompanied PCS orders.

For more information contact the Active Duty Augmentation Office at (901) 874-2439.

StayNAVY website relocates

*By JO2 Amie Hunt,
Navy Personnel Command
Communications Office*

The StayNAVY website has moved to a new home within the new Navy Personnel Command (NPC) website, making it easier for users to control their careers and get the information they need all in one stop.

"In an effort to consolidate numerous websites, StayNAVY migrated to NPC's official website. Since April 1, the StayNAVY website automatically redirects users to www.npc.navy.mil," said LT Dominic Formica, StayNAVY project manager.

If you are looking for the StayNAVY Career Tools on the NPC website, go to the Career Info menu, and select the StayNAVY link. In the navigation bar on the left under

StayNAVY, click on the Career Tools link.

"All the valuable tools and information that were available on StayNAVY are included on the NPC website with the exception of the Assignment Research Aid," said Formica.

In accordance with the CNO's 2005 directive to eliminate redundant resources as part of the ongoing effort to better align the Navy organization, the Assignment Research Aid (ARA) was disestablished April 1. More accurate information for assignment research can be found through JASS, the official job application website.

Remember to update your bookmarks so you can continue to quickly access the StayNAVY career resources.

JCMS Spiral Two rolls to Fleet, latest in improvements to system

By JOCS Karen Suich,
Navy Personnel Command Communications

Sailors across the Navy began utilizing the latest in a series of Job Advertising and Selection System Career Management System (JCMS) 'Spirals,' or upgrades, in February.

The spirals bring additional functions and capabilities to Sailors' fingertips with a single click of a mouse.

New roles, such as Command and Career Policy Administrators (CPA), were introduced to provide key career management personnel critical information concerning not only the individual Sailor, but also the billet the Sailor fills. Commands can now see multiple applicant profile summaries in order to compare and rate applicants.

CPAs, such as Rating Assignment Officers, establish and monitor qualification weights reflected in the indicator lights displayed to Sailors," said Master Chief Aviation Boatswain's Mate (AW) Bill Place, Enlisted Assignments leading chief petty officer at Navy Personnel Command in Millington.

The indicator light system compares three critical areas used during a normal

negotiation window for Sailors: skills, preferences and permanent change of station (PCS) costs.

"When a Sailor logs onto the system and applies for jobs, the system takes a snapshot [of the three areas, helping] to decide on the best matches for that Sailor," continued Place. "Job skills are already in the system, and each job already has the desired skill set requirements attached. When a Sailor pulls up their JCMS homepage, it will show the Navy's first five jobs, the first five jobs matching the Sailor's preferences and the first five jobs with incentives. Each Sailor has a light indicator to help determine best matches based on their resume of skills," he said.

"Commands have access to see the status of their jobs and are able to anonymously view an applicant's pay grade, rate, NECs (Navy Enlisted Classification Code), school and platform history," said Master Chief Operations Specialist (SW/AW) Pat Lumley, PERS-4 senior enlisted advisor at Navy Personnel Command. "This access allows commands a real-time capability to track command manning and view potential gains."

Sailors receive alerts throughout the negotiation process to keep them abreast of their current status and the status of any jobs they have applied for.

"The first time they log into JCMS upon entering their nine-month negotiation window, they are required to fill out their duty preference sheet to ensure the system captures the latest choices of the Sailor," said Lumley. "It is very important for Sailors to ensure their duty preference sheets are updated with the most accurate information, as one of the primary indicator lights extracts data to formulate an indicator," he said.

Sailors who have a Five Vector Model will be able to look at how a specific job would affect their career if they were selected for it. Being able to see how various jobs impact their careers gives Sailors insight before applying for a job.

To access JCMS, log on to www.nko.navy.mil or www.npc.navy.mil. More information is available at www.npc.navy.mil or call 1-866-U-ASK-NPC.

Navy extends Early Transition Program for FY-05

By Lt. Kyle Raines, Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) — The Navy has extended the opportunity for eligible Sailors interested in leaving the Navy before the end of their active obligated service (EAOS) this fiscal year under another installment of the Early Transition Program.

This voluntary program applies to Sailors in the active, reserve, full-time support and canvasser recruiter communities.

"Because of our continued high reenlistment rates and low attrition rates, the Navy can continue to extend this early transition option to our Sailors," explained Vice Adm. Gerry Hoewing, Chief of Naval Personnel. "As we fully develop and implement our Human Capital Strategy, we will continue to look for options that will best benefit our Sailors and the fleet."

Those Sailors wishing to take advantage of this program must have their request received by Aug. 1. Commanding

officers may grant separation leave, but permissive temporary duty and involuntary separation pay are not authorized.

The requested separation date under this program must be no later than Aug. 15; a waiver of this requirement will not be considered.

Sailors who are enrolled in the Montgomery GI Bill program will receive one month of benefits for each full month served on active duty up to a maximum of 36 months. Those discharged under this program who have served 20 months of a two-year enlistment or 30 months of a three-year enlistment will receive 36 months of benefits.

For Sailors who received an enlistment bonus, they will be required to repay the portion of bonus received for active-duty time not served. Those Sailors under a selective reenlistment bonus contract are not eligible for transition under this program.

All Sailors are encouraged to consider service in the Navy Reserves once their active duty time is complete. The Blue to Green program also provides transitioning Sailors the opportunity to make a seamless switch to the active-duty Army without a break in service. Both of these options are available for Sailors taking advantage of the Early Transition Program.

For more information refer to NAVADMIN 026/05, available on the Web at http://www.npc.navy.mil/ReferenceLibrary/Messages/NAVADMINs/MessageDetails/026_05.htm or contact your Command Career Counselor.

FFSC offers clinical counseling services at no cost to Sailors, families

By Ingrid Mueller, Commander Navy Installations, Millington Detachment

MILLINGTON, Tenn. (NNS) — Sailors looking for solutions to life problems can take advantage of no-cost counseling services provided by licensed clinicians through the Fleet and Family Support Center (FFSC).

It is estimated that Sailors may save between \$7-11 million annually in out-of-pocket expenses by seeking FFSC counseling services.

"Counseling sessions at the FFSC are part of the military benefits package, and are free to service members and their families," said Brenda Holbrook, quality assurance specialist for Fleet and Family Support programs, Commander Navy Installations (CNI) Detachment, Millington, Tenn.

"This is a significant cost savings to Navy families, because such services in the private sector can be very expensive and may not be covered under TRICARE."

FFSC clinical providers have at least a master's degree in a mental health related

field, such as social work, psychology, marriage and family therapy or counseling, and are licensed by a state to provide independent clinical practice in their field.

The clinical providers conduct individual, couples, family and group counseling to address relationships, crisis intervention, stress management, depression, grief after loss, occupational and family issues. Most FFSC counseling lasts between three to eight sessions.

"The FFSC provides short term, solution-focused counseling services for commonly occurring life problems," explained Holbrook. "You might just be feeling overwhelmed or stressed by something and need someone to talk to. Counseling gives Sailors and their families the opportunity to look at things objectively — to problem-solve in order to help themselves."

Clinical counseling records are maintained separately in the FFSC and are not incorporated into an individual's military

medical record. FFSC clinical counseling records are maintained in accordance with the Privacy Act. Details discussed in counseling sessions are not shared with an individual's command or others except in limited circumstances, such as when someone verbalizes a threat of harm to self or others. During the initial session, the counselor explains fully any limits to the individual's privacy and the circumstances under which the counselor is required to report information to the command or others.

"Self-referrals are the standard procedure," said Holbrook. "Just call your FFSC and schedule an appointment."

There are 62 Fleet and Family Support Centers and 73 delivery sites worldwide. For more information on FFSC programs or to locate the nearest center, visit the FFSC at www.ffsp.navy.mil or call their 24-hour information and referral hotline at 800-FSC-LINE.

NKO gives Sailors single point access to the future

By JO2 Edward Flynn, Naval Personnel Development Command

NORFOLK, Va. (NNS) — Developing Sailors professionally and personally is now as easy as "point, click, and learn," thanks to Navy Knowledge Online (NKO). One of the many successful products of the Navy's Revolution in Training, Sailors now have the ability to instantly access and manage their careers through NKO, the Navy's knowledge management portal.

The delivery vehicle for the Chief of Naval Operations Adm. Vern Clark's initiative to revolutionize the Navy's training and education structure, NKO is a key component of the Naval Education and Training Command's integrated delivery system for lifelong learning initiatives, personal development and knowledge management. A dynamic, broad-based delivery system, NKO is designed to support the growth and development of all Sailors.

The revolution is providing Sailors throughout the fleet with new educational tools and training opportunities to learn, lead, grow and excel.

Starting at accession and carrying throughout their entire Navy careers, Sailors will now have instant access to the NKO Web site, connecting them with the information, expertise and opportunities required to support their professional and personal development.

NKO has more than 30,000 registered users since its debut last fall, providing them access to education and training opportunities in their respective occupational fields. Sailors utilizing NKO can engage in real time collaboration with peers, mentors and subject matter experts around the world.

Likewise, as Sailor continuums are created for every Navy occupation field, they will be posted to NKO, providing Sailors vital interaction with their professional and personal growth and development process.

"This allows Sailors to access what is most important to them; the information required to excel, both professionally and personally," said Commander, Naval Personnel Development Command Vice Adm. Kevin Moran. "It enables Sailors to take maximum advantage of the tools and opportunities available to them, no matter where they are stationed or deployed."

NKO has been specifically designed to be user friendly for Sailors throughout the fleet. With vital links to each Sailor's professional continuum, personal development programs, specific learning centers, and various Navy eLearning initiatives available through the Internet, Sailors will be able to maximize centralized resources.

"NKO is a great example of what the Navy's Revolution in Training is doing for our Sailors," said Master Chief Petty Officer of the Navy MCPON(SS/AW) Terry Scott. "This is going to give Sailors a single access point to all their professional and personal development milestones and the training and education resources that support their success. I strongly encourage Sailors to log on to this site, become familiar with it and use it to manage their careers."

To learn more about the Navy's Revolution in Training, visit Navy Knowledge Online, the portal to Navy education and learning at www.nko.navy.mil.

Accurate education, training data key to promotion opportunities

By Ensign Myers Vasquez, Naval Education and Training Command Public Affairs

PENSACOLA, Fla. (NNS) — With the increasing emphasis on education and training for promotion in today's Navy, Sailors now have a more streamlined process for reviewing the accuracy of their records.

Instead of having to do extensive records searches for education and training accomplishments, Sailors can log into Navy Knowledge Online (NKO) to review their Electronic Training Jacket (ETJ) and Sailor/Marine American Council on Education Registry Transcript (SMART) transcript. This information is available 24 hours a day from any computer with Internet access.

"It's evident from the changes going on in today's Navy, as we transform Sailors into Sea Warriors, that an enlisted Sailor will need to work smarter, not necessarily harder," said Senior Chief Electronics Technician William McKeithen, the Naval Education and Training Command's (NETC) Enlisted Information Systems Operations certificate program manager. "An education is going to allow Sailors to take greater leadership and responsibility roles, and to move up the ranks. These 'Sea Warriors' will be better trained and educated than ever before."

Both the SMART and ETJ can be accessed through the NKO homepage. Sailors should follow the instructions for logging in; proceed to the homepage; click on the education link under the resources group; then, choose between the ETJ or SMART links. McKeithen, who has participated in numerous senior chief and master chief promotion boards, said that boards look at an individual's Evaluations and Fitness Reports, noting supervisory, managerial and leadership skills, as well as various qualifications depending on the individual's rate, rank and job.

"Traditionally, education level has been a tiebreaker for enlisted ranks; in the officer ranks, it can make or break advancement chances since more billeted positions are currently tied to various degree levels," said McKeithen. "In past years, most of the members' education and training records were kept only in their service record, but more and more of this documentation can be found online, as well as in their service records," said McKeithen. "Individual Sailors must ensure their records are as up to date as possible."

"Not properly documenting training that is key to qualifications for the next higher paygrade could have an adverse affect on selection," said NETC Force Master Chief (FORCM) Michael J. McCalip. "That information needs to get into a Sailor's record in a timely manner. Sailors should regularly review their SMART and ETJ, not only for promotion reasons, but for academic standing and to ensure that credits earned through college or Navy training have been posted. This also makes that information readily available for submission to any packages or special programs that may come up."

The ETJ and SMART integrate many different official Navy training databases, and allow Sailors and Marines to access their complete training and education records. Sailors can view and print all information on their individual training and education accomplishments, advancement status, and qualifications and certifications.

SMART provides American Council on Education (ACE) recommended college credit for military occupational experience and training. It replaces the DD295 form, the Application for Evaluation of Learning Experiences during Military Service, which was submitted to colleges by Sailors and Marines to verify college credit for military experience.

Currently, the ETJ is accessible to active-duty and Reserve Navy personnel. Future phases will allow accessibility to the Marine Corps, Department of the Navy (DoN) civilians and eventually, anyone with prior Navy or Marine Corps service.

All enlisted and officer, active-duty and Reserve Sailors and Marines are eligible to have access and have a SMART generated online. Sailors who separated or retired from active duty on or after Jan. 1, 1975, and Marines who separated or retired from active duty on or after Jan. 1, 1990, are also eligible to have a SMART generated online.

Once a SMART is generated, an individual can print an unofficial personal copy for degree planning purposes. An official copy can be sent directly to the college or university of choice by completing the online SMART request form, printing it, and mailing or faxing it to the address on the form. Sailors and Marines can also go to their local Navy College Office or Marine Corps Education Center to complete the ordering process.

For more information on Navy education and training or to review your ETJ or SMART, service members can log into Navy Knowledge Online at nko.navy.mil.

For more information on the Naval Education and Training Command, visit www.cnet.navy.mil.

Improved AZ "A" school delivers through Integrated Learning Environment

By Dean Persons, Naval Education and Training Command Public Affairs

PENSACOLA, Fla. (NNS) — Aviation Maintenance Administration (AZ) School located at Naval Technical Training Center Meridian, Miss., started using the Integrated Learning Environment (ILE) in January. This is the first Navy aviation technical school to use the system since its start.

"The ILE is a Web-based, self-paced learning environment," said Master Chief Aviation Maintenance Administrationman Kandi Huff, AZ career specialist at the Center for Naval Aviation Technical Training in Pensacola. "All the curriculum that the instructor used to stand up and teach is now ILE content using a computer. The great thing about this type of learning is that as soon as a student reports to school and gets checked in, he or she is immediately assigned a seat in the classroom and starts the course. They don't have to wait for a class to form up."

According to Huff, current education trends are getting away from instructors teaching in front of classrooms.

"It's a learner-centric type of environment that benefits students by allowing them to work at their own pace," said Huff. "While using the ILE, if the students run into problems, there are facilitators and subject matter experts available to assist them. It is a self-directed learning experience for the student."

(continued on next page)

High Year Tenure change for E-5s to improve advancement

By Sharon Anderson, Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) — To encourage competition, increase advancement opportunity and motivate Sailors to convert to ratings with the greater advancement potential, the Navy has changed the E-5 High Year Tenure (HYT) policy from 20 to 14 years of service.

This new policy goes into effect July 1 for active-duty Sailors, and Full Time Support and Navy Reserves serving on active duty for at least two years. Selected Reserve HYT is not affected by this change.

The plan will be phased in over four years allowing Sailors eight advancement cycles to reach E-6. Sailors with 10 or more years of service as of July 1 will be grandfathered, allowing them to remain on active duty to reach retirement eligibility.

"The grandfathering of these Sailors recognizes the commitment to a Navy career by those who have already served half their careers under the present system," said Vice Adm. Gerry Hoewing, Chief of Naval Personnel to senior Navy leadership.

"We are providing the opportunity for Sailors to advance in the next eight cycles, as well as encouraging conversions from crowded fields to ratings that provide greater advancement opportunity."

Advancement opportunity to E-4, E-5 and E-6 is expected to increase with the change. It is expected that the time it takes to reach E-6 will drop by six months once the change is fully implemented. At present, it is at 9.8 years.

"Our smaller active force mandates reduced HYT as a tool to properly manage quality and increase competitiveness, reinforce promotion flow-points, and improve advancement opportunity for E-4, E-5 and E-6," said Hoewing. "Quality and competitiveness will receive additional emphasis and further ensure enlisted communities maintain healthy career progression."

The Navy estimates approximately 1,520 E-5 Sailors will be affected by the HYT change after the transition period ends. A decrease of about 600 retirements is expected once the new policy is fully implemented in fiscal year 2009.

While waivers to HYT dates may be requested via the chain of command to Navy Personnel Command, they are rarely granted and only if justified by a mission readiness requirement.

For more information on the HYT adjustment, see NAVADMIN 056/05 available on the Web at: www.persnet.navy.mil/navadmin/navad05.html.

Complete information on the Navy's high year tenure policy is contained in Military Personnel Manual (MILPERSMAN) 1160-120.

Department of Defense changes Guam tour length for Sailors

By Navy Personnel Command Communications Staff

The Department of Defense has changed the length of an accompanied tour length in Guam from two to three years.

According to CAPT George Taylor, deputy director of enlisted distribution at the Navy Personnel Command in Millington, Tenn., the tour length at DoD was changed October 12.

"This change in DoD policy will provide added stability to the region and will save on Permanent Change of Station (PCS) funding. We are hoping that this extension, along with Assignment Incentive Pay (AIP) that is offered for many billets in the region, will reduce the number of gapped billets."

Sailors, stationed at Guam on accompanied orders, but not under orders to leave Guam, will be extended for a third year. Sailors, who have negotiated orders to leave, will execute their orders as they are written. Sailors under orders to Guam will be extended for a third year when they check onboard. Sailors on unaccompanied orders are not affected by this policy.

"We're hoping that those affected will look at this as an additional year on shore duty with their families," continued Taylor. "This is a necessary change to support

manning in Guam and to save on PCS funding."

The Overseas Tour Extension Incentive Program (OTEIP) will remain available for use but will apply to a fourth year on island instead of a third year. "Anyone with an approved OTEIP for the third year will have their OTEIP honored, but anyone on an accompanied tour who applies in the future

will be applying for a fourth year on the island," explained Kirby Denson, the OTEIP Program Manager.

More information on this policy can be found at the www.npc.navy.mil website under FAQs and by calling the Customer Service Center at 1-866-U-ASK-NPC.

... improved AZ school program available

(continued from previous page)

Huff contends the ILE is the best way for students to learn. "Our whole world is moving toward this type of learning," said Huff. "We've just basically brought our way of teaching up-to-speed with current trends in education. I've received a lot of positive feedback from the students on the curriculum. They like it. It's solid."

According to Huff, in the near future, the curriculum will be available on Navy Knowledge Online for Sailors.

"All 11 training modules will be out there for the fleet to use for training days and for the Sailors to use to brush up on their training while they are away from their command and before they return to their shop," Huff said.

"Although we just started using the

ILE in January of this year, we are already seeing the Sailors finishing the school faster than expected, and that gets them to the fleet faster," added Huff. "It just makes sense. Prior to joining the Navy, students used computers to learn in the civilian school system. They feel comfortable with the learning style. We're just continuing that way of learning."

For more information on Naval education and training, visit <https://www.cnet.navy.mil>. For related news, visit the Center for Naval Aviation Technical Training Navy NewsStand page at www.news.navy.mil/local/cnatt. For more on the ILE visit the ILE page at <https://www.npd.navy.mil/default.cfm?fa=ile.main>.

Sea Warrior concept identifies tools to help Sailors make better career decisions

By JOI Teresa J. Frith,
Navy Personnel Command
Communications

Today's Navy needs to be able to bring together all of its resources, whether they be personnel or machinery. As part of the Chief of Naval Operations' (CNO) Human Capital Strategy, Sea Warrior is the human resource management component of the Navy's Sea Power 21 transformational roadmap for the 21st century. Its goal is to develop and deliver a "total force," made up of the Navy's active, Reserve, civilian and contracted personnel, who will be better trained, educated and motivated, and work together more efficiently as they perform the critical tasks of the future.

"Sea Warrior is a Fleet and Sailor focused journey," said RADM Bob Conway, Commander, Task Force Warrior. "It will enhance Navy joint warfighting effectiveness by delivering Sea Warriors with the right skills to the right places at the right times through sustained investment in the growth and development of everyone in the total force. Every Sailor is a Sea Warrior."

Not only is every Sailor a Sea Warrior, this definition is also part of the "total force" concept. Everyone who is either in the Navy, or works for the Navy, whether they are military, civilian, or contractor, are considered Sea Warriors. All of them are pieces of the Navy's Human Capital Strategy personnel investment.

"Total force is all personnel serving in the Navy, and for the Navy," said Conway. "By effectively and efficiently using our personnel assets, we increase the Navy's joint warfighting capabilities, thus giving us a stronger force overall."

Sea Warrior includes five strategic initiatives: the 5 Vector Model, JASS Career Management System, Defense Readiness Reporting System, Human Systems Integration, and Forcenet/Sea Warrior Integration. Each of these programs is designed to improve readiness and career management in its own way.

One of the first of these to be implemented was the 5 Vector Model, coordinated by the Naval Education and Training Command. It captures a Sailor's progress along five vectors: professional development, personal development, professional military education and leadership, certificates and qualifications, and professional perfor-

mance. Sailors can, in turn, use this information to better plan their careers.

The JASS (Job Application Selection System) Career Management System (JCMS) can pull data from the 5 Vector Model to help decide which job assignment will better benefit the Sailor's career. The latest version of JCMS was introduced to the Fleet in February, and brought with it several key improvements that will help not only the Sailor, but also the command that owns the billet the Sailor is going to fill.

A new indicator light system compares



three critical areas that are used during a normal negotiation window: skills, preferences and permanent change of station (PCS) costs. When a Sailor logs onto the system and applies for jobs, it takes a snapshot of the three areas, and they can be used to help decide on the best matches for that Sailor. The Sailor will also see the Navy's top five priority jobs, the first five jobs matching the Sailor's preferences and the first five jobs with incentives. Each Sailor has a light indicator to help determine best matches based on their resume of skills. This system sets reasonable expectations and gives the Sailor the power of choice to pick the assignment they are best suited to fill.

JCMS benefits commands as well. They have access to the status of their jobs and are able to anonymously view an applicant's pay grade, rate, NECs (Navy Enlisted Classification Code), school and platform history. This allows commands a real-time capability to track command manning and view potential gains.

Sailors can access these two initiatives through Navy Knowledge Online at <http://www.nko.navy.mil>. As Sailors get more used to using these products, it will help them gain better control of their careers,

giving them the "power of choice," and a way to manage their own expectations through these and other programs.

The remaining systems also will play a part in the careers of Sailors. Fleet Forces Command conducts the Defense Readiness Reporting System, formerly called the Mission Performance System. It will provide the means to manage and report the readiness of the Department of Defense and its components to execute military strategy and perform their missions in a timely fashion. It will permit commanders to obtain pertinent readiness data on personnel assigned to or attached to their units and allow them to use that information to form strategies in a faster, more efficient manner.

ForceNet/Sea Warrior Integration, coordinated by Network Warfare Command, is an effort to integrate both people and hardware. It will help put together warriors, sensors, networks, command and control, platforms, and weapons into a fully netted, combat force.

Human Systems Integration (HSI) optimizes the human part of the total system equation by integrating the human factors: engineering (HFE); manpower, personnel, training (MPT); health hazards; safety factors; medical factors; personnel survivability factors; and habitability considerations into the system acquisition process.

CNO's Sea Power 21 vision created the need for Sea Warrior. It integrates Manpower, Personnel and Training systems and links those components with the mission-essential tasks necessary to perform war fighting capabilities and the acquisition process. It also reduces infrastructure and manpower footprints, reduces time needed to train future Sea Warriors, and transitions these concepts without affecting operational readiness and safety.

Sea Warrior is a work in progress, made up of many interrelated systems and programs. It is an ever-changing process that will continue to be updated as needed, through technology, or through the personnel who serve in and for the Navy.

"To be a Sea Warrior is to engage in the "warrior ethos," said Conway. "The "warrior ethos" is the moral character we expect in every Sea Warrior, epitomizing the highest values of honor, courage, and commitment."

Learn more about Sea Warrior at <http://www.seawarrior.navy.mil>.

New Career Handbook provides tools for planning Sailors' futures

By JO1 Teresa J. Frith,
Navy Personnel Command
Communications

Sailors and their families have a new tool to assist them in making career decisions – the 2005 edition of the Career Handbook. The 27-page booklet puts information on Navy benefits and core career-enhancing programs at Sailors' fingertips in an easy-to-use format that is available both as an insert to the May issue of All Hands, and online on the NPC website at www.npc.navy.mil.

"The Career Handbook is an adaptation of what used to be the Retention Handbook," said LT Selina Burford, Navy Communications Office, Millington, Tenn. "In accordance with the Sea Warrior initiative, today's Sailors have much more control over their own careers through programs such as JCMS, 5VM, and others. We wanted to give them another tool they could share with their families and use to make important career-enhancing decisions."

The handbook is broken down into seven areas: why the Navy is the employer of choice, enlisted personnel information, selection boards, officer information, education programs, career transition and retirement, and additional resources.

The first section compares Navy benefits like 30-days of paid vacation, medical care, etc. with similar benefits in civilian jobs, and why the Navy comes out on top. It also explains how the military pay system works and lists websites where Sailors can go for more information.

The section on Enlisted Personnel Information gives detailed information on programs such as Perform to Serve (PTS), Guaranteed Assignment Retention Detailing Program (GUARD 2000), Selective Reenlistment Bonus (SRB) and many other current programs that may be a factor in a Sailor's career. It also includes information on overseas screening procedures, examples of what helps petty officers get promoted to chief petty officer, commissioning programs and other useful tidbits.

The Officer section highlights information on professional and graduate education, including the Navy War College and Joint Professional Military Education (JPME). It also has reference information on continuation and incentive pay for officers.

The education section gives information on programs such as Tuition Assistance (TA), Navy College, Montgomery GI Bill (MGIB) and the MBIB Booster and TA top-up.

The Career Transition and Retirement section explains Navy retirement benefits, as well as the option for non-retirees to join the Navy Reserve. It also gives information on programs such as Transition Assistance Management Program (TAMP), and the Thrift Savings Plan.

Last, but certainly not least, it lists resources that Sailors can go to for additional information on the items in the handbook, such as websites and specific regulations.

"The Handbook is a very useful tool for NCs and career counselors, as well as for chiefs or mentors to use in counseling sessions," said Burford.

Local NCs echoed this comment, and are already using the Handbook.

"This is some great information," said Navy Counselor Senior Chief Greg King, CNRC, Millington, Tenn. "Our field recruiters will put it to wonderful use."



Navy Career Counselor 1st Class Fawn M. Brickman, delivers a lecture about commissioned officer program opportunities as part of workshop provided for Sailors in their first term of enlistment. U.S. Navy photo by Photographer's Mate 2nd Class Damon J. Moritz.

The Career Handbook was developed by the NPC Communications in partnership with the Naval Media Center.

"The Handbook is meant to target not only active duty Sailors, but also Navy Reservists and retirees," said Burford. "We hope to make it an annual edition."

Intelligence community seeks officers

The Naval Intelligence community is looking for highly qualified URL officers interested in becoming 1630s. All warfare qualified 0-4s with two years time-in-grade (or less) and all 0-1 to 0-3s are encouraged to apply for the June 2005 or November 2005 redesignation board.

Of particular interest to the community are mid-to-senior grade lieutenants who have completed their initial sea/squadron tours. While performance remains the central criteria for selection, officers with experience working in fleet or joint intelligence environments are highly desirable. For those URL officers considering leaving active duty, opportunities to continue service as a Navy Reserve Intelligence officer may also be available.

For information on how to apply, contact the Intel Accessions officer at 901-874-3993.

For more information, contact LCDR Greg Husmann, Intelligence Junior Officer Detailer (PERS 4411A) at Comm (901) 874-3993, DSN 882-3993, FAX 2744 or email him at: gregory.husmann@navy.mil.

For the most current information regarding the Intelligence Community, please visit <http://www.npc.navy.mil/officer/pers44/intelligence>.

Navy One Source marks one year of helping Sailors and families

By JO2 Amie Hunt,
Navy Personnel Command Communications Office

In January of 2004, the Department of Defense signed a contract for Navy One Source to provide active duty and reserve Sailors and their family members with additional resources for information and referral services. As of January this year, 14,742 Sailors, reservists and their family members have used the service. Some of the most frequent requests fell under categories such as military life, emotional well-being, legal, parenting and childcare, everyday issues, financial, and education.

"We were really successful this year with being able to visit all the duty stations and spread the word on Navy One Source to Sailors and their families. One of our major goals for 2005 is to get the word out to the reserve forces and the families that aren't close to any major military facility," said Catherine Reynolds, Navy One Source Program Manager for Eastern U.S. and Europe.

As an augmentation to existing Fleet and Family Support Center (FFSC) services, Navy One Source and FFSC are working together to support operational, personal and family readiness. Navy One Source offers practical solutions, information, advice and support via telephone, email, or the web. Navy One Source, working in conjunction with Navy Personnel Command's 1-866-U-ASK-NPC Customer Service Center offers Sailors the widest spectrum of services both personal and professional.

In addition to providing customized research and referral support, Navy One Source provides short-term face-to-face counseling (up to six sessions) for clients that live more than 25 miles from a Fleet and Family Support Center. Masters-level counselors available within a 30-mile radius of the client provide these services. Educational materials are available in bulk orders for commands to provide training and needed information to their Sailors.

During 2005, Navy One Source will transition into Military One Source. Contact numbers and online services will remain the same.

"You'll already begin to see the transition to Military One Source in advertisements around the base facilities. Navy One Source won't go away, but it and the other services will be brought under the Military One Source umbrella. All contact information and passwords will remain the same," said Brian Campbell, Navy One Source Program Manager for Western U.S. and Japan.

For web access, go to www.navyonesource.com, user ID: Navy; Password: Sailor. To contact by phone:

- Toll free CONUS number is 1-800-540-4123
- OCONUS universal free number is 1-800-540-412-33
- OCONUS Collect Call number is 1-484-530-5914
- Special needs line for TTY/TDD is 1-800-346-9188
- Spanish and other foreign language line is 1-888-732-9020

FFSP teaches Sailors to get smart on money matters

From Fleet and Family Support Program Marketing,
Commander, Navy Installations Millington Det.

MILLINGTON, Tenn. (NNS) — Sailors who want to increase their wealth or need some help in meeting financial challenges can attend classes and consult with financial experts at no cost through the Personal Financial Management (PFM) program, available through their Command Financial Specialist (CFS) or the Fleet and Family Support Program (FFSP).

The PFM program can assist Sailors with a variety of financial issues, including military pay matters, banking and financial services, developing a budget, car buying strategies, credit management, consumer awareness, insurance, retirement planning, financial planning for deployment or permanent change of station, and savings and investments.

"Most people learn about sound financial management by experience, but sometimes when it's too late," said Tony Burtley, military career readiness PFM specialist, Commander, Navy Installations (CNI), Millington Det. "If we can help a Sailor before they have problems, it makes the program all the more successful."

The PFM Web site, www.ffsp.navy.mil/pfm/pfm.htm, is another resource that Sailors can use to learn about personal financial management. The interactive site especially appeals to

young Sailors because much of the information is presented in a game format.

"I found the site very easy to navigate," said Yeoman Seaman Courtney Carter, Navy Personnel Command, Millington. "The car-buying course is set up like you're actually driving a car on a map. You 'drive' through the steps of purchasing to financing to legal rights. It's really awesome."

According to Burtley, recent statistics show that more than one-third of all revoked security clearances are due to Sailors' personal financial reasons, and in 2003, Navy Exchange Service Command processed 26,000 returned or bad checks, totaling \$2.7 million.

"For many Sailors and their families, the lack of basic consumer skills and training in financial management positions them for

financial difficulty," said Burtley. "An appointment with their CFS or taking a financial education class at the FFSP may just be the solution they need."

In addition to CFS, there are 52 Fleet and Family Support Centers and personal financial management program delivery sites worldwide. For more information on FFSC programs or to locate the nearest center, visit the FFSC at www.ffsp.navy.mil or call their 24-hour information and referral hotline at 800-FSC-LINE.

Additional information is available from Navy One Source at www.navyonesource.com or by calling 1-800-540-4123.



Families First will transform service members' moves

Courtesy of Surface Deployment and Distribution Command (SDDC)

Packing, handling and shipping of personal belongings is a great concern for our service members when they relocate. Yet, the process of moving service member's household goods has remained virtually unchanged for many years. To modernize this process, the Military Surface Deployment and Distribution Command (SDDC) is developing a new process called Families First that will begin October 1.

Mobilization and relocation is a reality of military life for service members and their families. It can be very stressful. Families First is designed to alleviate some of this stress by involving the service member in the process and giving them a voice in how their personal property is moved. Families First focuses on meeting the customers' needs by promoting a first-rate moving experience.

"We are extremely proud to introduce this absolutely transformed personal property program that will provide many benefits and safeguards to individual service members," the leading proponent for Families First, Brigadier General Charles W. Fletcher, Jr., Commander of SDDC, recently announced.

Working closely with Congress and the military services, SDDC partnered with the trade associations of the American moving industry to create Families First.

"Families First is dedicated to supporting the armed forces' most important stakeholders, the military and civilian service customers," said Thomas Hicks, program director for personal property moves for SDDC. "Our commitment to the Warfighter runs parallel to our support to the invaluable work provided by America and international transportation service providers."

"The working partnership between the moving industry and the U.S. military is a longstanding, mutually productive, and positive relationship," Hicks said. Every year, approximately 500,000 service members and civilian employees move to new duty stations. In any given year, this comprises the biggest moving population in the United States. With each move, the stakes are high for both the customer and the transportation service provider. In an effort to maximize the best value for the customer and the provider, the partnership will soon enter a new dimension.

Presently, transportation service providers are selected based on the lowest cost with little consideration for performance. Under Families First, transportation offices will use a "best value" approach that focuses on performance. The majority of the moving business will be awarded to transportation service providers who do the best work as measured by the customer. That customer, the service member, has the opportunity to complete a web-based customer satisfaction survey to measure the performance of their movers. This gives the service member a voice in how his or her household goods are shipped.

"We all share the goal of providing the best customer service to those who deserve it the most, the American service member,"

Hicks said. "Families First unites the moving industry, the Services and SDDC in a sensible and cooperative manner to achieve this goal."

This is a win-win approach for both the customer and the provider. Based on this information, transportation service providers providing the best service will receive the most business. In turn, this emphasis on customer satisfaction stimulates better quality work from all transportation service providers. Families First also promotes customer satisfaction through:

- Full-replacement value for property lost or damaged beyond repair
- Direct claims settlement between the service member and transportation service provider
- Web-based counseling option
- Increased emphasis on direct deliveries - reducing temporary storage requirements

Currently, service members may only receive a depreciated value for property lost or damaged beyond repair in a move. In the new program, a member is entitled to the current replacement value of the item.

As an example, a five-year-old television with a replacement cost of \$200 would be valued at only \$100 if lost or damaged beyond

repair. The \$200 replacement cost is depreciated at 10 percent a year. Under full-replacement value, the transportation service providers will either replace the lost or damaged item with a new item or reimburse the service member the full cost of a new one.

There are some exceptions where the transportation service provider may replace the lost or damaged item with a comparable used item. The exceptions are boats, personal watercraft, ultralight aircraft, pianos, musical organs, firearms, art objects, all-terrain vehicles and snowmobiles.

Today, moving claims are handled through the closest military claims office. In Families First, service members file a claim directly with the transportation service provider using SDDC's web-based claim filing process, a part of SDDC's new Defense Personal Property System. If no settlement is reached within 30 days, a service member may transfer the claim to the servicing military claims office. In all claims processing, there is a maximum transportation service provider limit of liability of \$50,000-up from the current \$40,000.

Presently, service members receive pre-move information from the local transportation office or the Department of Defense pamphlet "It's Your Move." In Families First, service members have an additional option and convenience to receive pre-move counseling through SDDC's web-based Defense Personal Property System.

Families First encourages door-to-door moves with the goal of sharply reducing temporary storage. Temporary storage results in additional handling, delays and expense. The more often the property is handled, the higher the risk is for damage.

"Under the new program, we will work closely with the Services to synchronize member relocations so most moves may be door-to-door," Hicks said. "This initiative emphasizes customer

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Changes to Thrift Savings Plan help Sailors build wealth faster

From Fleet and Family Support Program Marketing, Commander, Navy Installations, Millington Det.

MILLINGTON, Tenn. (NNS) — Starting July 1, Sailors can enroll in the Thrift Savings Plan (TSP) or make changes to their contribution elections without having to wait for an open enrollment season.

Public Law 108-469, signed into law Dec. 21, 2004, eliminates TSP's open seasons and the restrictions on contribution elections, which are currently tied to open seasons.

"With the elimination of 'open seasons,' the TSP is more flexible for Sailors," said Tony Burtley, Military Career Readiness PFM specialist, Commander, Navy Installations, Millington Det. "They don't have to wait to sign-up, and they can start saving right away."

Beginning April 15, TSP participants could file contribution elections at any

time. Through June 30, these elections will be processed under the current rules.

Starting July 1, contribution elections will be processed under the new rules, which means that contribution elections will be processed the first full pay period after they are filed.

"The TSP is a great way to build wealth and start securing your financial future," continued Burtley, "and given the advantages of compound interest, this is the perfect time to start planning for retirement."

In 2005, TSP offers participants the freedom to contribute up to 10 percent of their base pay and all special pay and bonuses, up to a maximum of \$14,000. Combat-zone participants are allowed a higher contribution dollar limit, up to \$40,000 a year. All contributions are tax-deferred until withdrawal, and TSP is available with several flexible withdrawal options.

Initial enrollment can be completed online <https://mypay.dfas.mil/mypay.aspx> or by completing a TSP Election Form (TSP-U-1) submitted to the local Personnel Support Detachment.

For more information on TSP, contact a Fleet and Family Support Program personal financial management specialist, command financial specialist, or visit the TSP website at <http://www.tsp.gov>.

There are 52 Fleet and Family Support Program delivery sites worldwide. For more information on Fleet and Family Support Programs, visit www.ffsp.navy.mil or call their 24-hour information and referral hotline at 800-FSC-LINE.

Additional information is available from Navy One Source at: www.navyonesource.com or by calling 1-800-540-4123.

Navy establishing merit advancement program

(courtesy of Stars and Stripes newspaper)

Enlisted Sailors who perform well during combat operations may now be promoted for their efforts. The Navy recently created a combat meritorious advancement program that allows commanders to promote Sailors in ranks E-1 to E-5 to the next higher paygrade.

The promotions will be for "recognition of uncommon valor and extraordinary deeds demonstrated while engaged in, or

in direct support of combat operations," according to the NAVADMIN announcing the program.

Sailors "must display exceptional leadership and performance that clearly distinguishes them from their peers, and is expected of the next higher paygrade," the message said.

There are certain time-in-paygrade requirements and commanders can promote only a specific number of Sailors in each paygrade each quarter.

The Navy already has an early advancement program for deployable units such as ships, aircraft squadrons and Seabee units.

Like the combat program, the advancement program allows commanders to promote a select number of Sailors E-5 and below to the next higher paygrade.

Details on the combat meritorious advancement program are available at: http://www.npc.navy.mil/ReferenceLibrary/Messages/NAVADMINs/MessageDetails/077_05.htm.

DoD seeking 'Demonstration Authority' officer management changes

*By Kathleen T. Rhem
American Forces Press Service*

WASHINGTON, April 27, 2005 — Defense officials are requesting that Congress give the department permission to experiment with some changes to officer personnel management.

Officials have requested "demonstration authority" to test changes in compensation, promotions and retention in four limited categories of military officers: Army foreign area officers, Navy engineering and aviation engineering duty officers, and Navy acquisition officers, explained Bill Carr, acting deputy undersecretary of defense for military personnel policy.

Carr explained that the war on terrorism

has brought to light limitations to officer personnel management that officials just hadn't contemplated. Yet, military leaders and congressional oversight committees are wary of implementing sweeping changes without proof that the changes would work.

"One way to ... see if you can test some transformational ideas before you go online full time is to try a demonstration authority," he said during a media roundtable in his Pentagon office earlier this month.

The Office of Management and Budget has approved the demonstration plan, and the Defense Department's request for this authority now lies with Congress.

The military faces unique personnel challenges because the manpower pool is "bot-

tom-fed," Carr said. "We grow from the bottom. We recruit at year one and then (personnel) grow up," he said.

This is different from government and private-sector civilian organizations in that they allow lateral entry at any point up or down the scale.

"If we did that, it would open up a whole range of options that we don't have. The reason we don't do it is as much cultural as it is pragmatic," Carr said. "To earn the right to supervise soldiers, one must have grown up as a soldier, and that's held ... as a part of the military ethos."

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Captain's Corner

Having recently relieved RDML(SEL) Dan Holloway as Director, Surface Officer Distribution Division, my first *LINK-Perspective* article is to update you on a few of the primary items I am tracking as the Surface Community moves forward.

Retention & Force Shaping

Retention of our Junior Officers continues to improve; YG98 became the fourth consecutive year group to attain 31 percent overall retention and SWO Women surpassed 18 percent retention for the first time. Department Head School loading is expected to be the highest ever in FY-05 with nearly 300 SWOCP-takers filling Department Head School seats in Newport.

The SWCC continues to strongly support Junior Officer retention, endorsing the funding of a Junior Critical Skills Retention Bonus (CSRB), in addition to the current SWOCP. If authorized by Congress, this CSRB will be available to Officers in eligible year groups that are now committing to Department Head assignment, as well as those who have already committed and are receiving SWOCP.

Lieutenant commander CSRB has increased the continuation rate for CSRB-eligible Surface Warfare Officers from 92 percent to nearly 100 percent, helping mitigate our Community shortfall at the lieutenant commander level.

A SWO Senior CSRB of \$15,000 to \$20,000 annually has been authorized for Surface Warfare commanders and captains serving in targeted operational billets. To date, over \$2.8 million has been paid to eligible Officers. SWO Senior CSRB brings the total amount of SWO pay incentives from Department Head to captain to \$191,000.

During the past year, the Surface Navy implemented force-shaping initiatives to reduce over-accessions in targeted groups without reducing long or short-term readiness. This included a pilot program to waive minimum service requirements (MSR) to allow 166 officers from overmanned year groups to leave active duty and finish their military obligation in the inactive reserves. Another program released officers who did not meet minimum performance requirements, resulting in 225 officers transferring to inactive duty. Overall, a 7 percent reduction in excess manning at the Junior Officer level has produced a savings of \$2.7 million.

This year the Surface Navy will access 760 officers from the Naval Academy, NROTC, OCS and other sources, including the number one graduate from USNA Class of 2005. With your deckplate mentorship leading the effort, our combined retention and force shaping initiatives for this year group will ensure we continue to shape the Force, retain our best and brightest, and meet our requirement for 275 Department Heads annually.

YG 99 Flag Engagement Plan



Landing Signal Officer (LSO) Lt. Cmdr. Garner Morgan assigned to Carrier Air Wing One Seven (CVW-17) explains the purpose of the "Heads-up" display on the LSO station to a group of Naval Reserve Officer Training Corps (NROTC) Midshipman. NROTC students are completing a one-month at sea orientation aboard the aircraft carrier USS John F. Kennedy (CV 67). Kennedy and CVW-17 are on deployment conducting missions in support of the global war on terrorism. U.S. Navy photo by Photographer's Mate 3rd Class Chris Waybill.

The Flag Engagement Plan has started for YG 99 to target our top Officers to be Department Heads. 221 YG 99 officers have already signed up for SWOCP, and we need 54 more out of the remaining 182 "undecideds" to reach our goal. I'm pleased to announce that strong retention will allow us to be selective in whom we engage to offer a SWOCP bonus. The top 100 performers will be our initial target set. The word is out: the Surface Navy is the employer of choice!

Professional Military Education

Graduate Education remains one of our best Junior Officer motivators. Our young SWOs continue to pursue graduate education and take SWOCP for key shore duty billets offering educational opportunities. This year, we expanded the SWO MBA program from three participating schools to seven. Naval Post Graduate School (NPS) continues to be our graduate education program of choice for motivated, career oriented officers.

Competition is extremely keen for NPS seats and we will continue to select our best and brightest to attend. The recent announcement of the Graduate Education & Teaching (GE&T) program at USNA will allow additional opportunities for our JOs to pursue a full-time Masters program. The 18/12 commands

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(ATG, SWOS, and ATRC Dahlgren) with GEV attached, and the NROTC units that require SWOCP, remain strongly desired billets.

NROTC provides the lure of challenging shore duty and the chance to pursue a Masters Degree at schools like Jacksonville U, Boston U, and George Washington U, making these billets very popular. SWO lieutenant attendance at Naval War College (NWC) is also on the rise. There are currently four SWO lieutenants enrolled in NWC, with another four having graduated in March.

Feedback indicates that these Junior Officers are providing a unique perspective to the seminars while completing a Masters and JPME Phase I.

JPME continues to be essential in shaping the force of the future. Forty-three percent of our sitting XO's have completed Joint Professional Military Education (JPME) Phase I, as well as 74 percent of sitting Commander Command COs and 88 percent of Major Command COs. Thirty-four percent and 52 percent of commander and Major Command COs, respectively, have completed JPME Phase II.

The SWO Community requires all NPS students complete JPME Phase I as part of their curriculum. JPME I completion is now a pre-requisite for Commander Command screening starting in FY-08. We must continue to grow more Joint Specialty Officers as early as possible in our career path. JPME has never been more essential as we continue transforming our Community.

EOOW Quals

We must do better at ensuring our Junior Officers earn their EOOW quals during their Division Officer Tours. EOOW is a SWO Core Competency and the SWCC has repeatedly emphasized the importance of expanding the technical and material readiness and training of the future leaders of our force.

Please continue to share your EOOW training/qualification best practices and lessons learned as we work toward our goal of 100 percent EOOW qualification among our Division Officers.

Women SWOs

Comprising approximately 25 percent of each accession year group, women SWOs continue to positively influence our community. The many recent accomplishments for women SWOs include slating of the first woman SWO(N) to a Primary Assistant (PA) billet, slating two women SWOs to PC Command and the selection of a woman SWO as the PXO of LCS 1. She will also fleet up to be the second CO of LCS 1, recently named FREEDOM.

FY-05 Selection Board Recap

The FY-05 Major Command board was held in November 2004. VADM Ulrich and a superb board selected the best from a highly competitive group; 44 of 166 officers were screened for Major Command. While performance in Commander Command was the primary factor, joint education and experience and potential for future contributions post-Major Command were significant factors.

The FY-05 Commander Command board was held in December, with RADM Nowakowski as President of the board that selected 69 of 348 officers (55 afloat, 14 special mission). Department Head performance was the primary factor in evaluating potential for command.

Successful Command at Sea (O-3/O-4), graduate education, JPME Phase I and sustained superior performance in post-XO assignments at sea or heavy lifting community jobs were also significant factors.

We convened the first SWO Specialty Career Path (SCP) Board in Millington on 10 January. RDML Mike LeFever presided over the board that selected 56 of 105 officers to fill jobs within six disciplines critical to the future of our community.

Over 60 percent of the officers selected are serving in, or have orders to, billets in their chosen Specialty.

The second PC Command board under the new screening policy was held at PERS-41 in March, selecting 7 of 9 officers. Department Head performance, along with recommendations from commanding officers and endorsement from the first Flag Officer in the chain of command, were the key factors in selection. We will continue to provide the oversight and critical evaluation of these

officers headed for the front lines in the war on terror.

RADM Sam Locklear presided over the SWO lieutenant commander CO/XO board, reporting out in mid-April, having selected 174 of 455 SWOs for lieutenant commander CO, XO and XO Special Mission assignments. Once again, Department Head performance at sea was the critical factor, with graduate education and joint tour/education completion enhancing selection opportunity.

Remember, your primary audience when writing a fitness report is the selection board. Don't make the board guess as to your intentions or recommendations – **SPEAK PLAINLY.**

It's not too early to order your OSR/PSR on CD and begin preparing your record for the upcoming board season.

The CNO's guidance for 2005 is clear; "at the heart of everything good that is happening in our Navy today is the vital fact that we are winning the battle for people."

COMNAVSURFOR recently released his vision statement which stated, in part, that we must ensure "our people are in the right place, at the right time, with the right training."

We, in PERS-41, are your advocates and totally committed to assisting you with training, mentoring, counseling and retaining our present and future leaders. To this end, I will continue to ensure our detailers and placement officers visit the Fleet as often as possible for face-to-face interaction with your wardrooms. Between visits, please encourage your officers to keep the lines open for active two-way communication with their PERS-41 counterparts.

You often hear that it's an exciting time to be a Surface Warrior. I have been hearing that for over 20 years; it has been true every single day. We now have the added honor of serving our nation directly in time of war. In the midst of the Global War on Terror, the pace continues to challenge us all. I need your feedback to ensure PERS-41 continues to push you products and people geared toward increasing combat readiness. Let me know how we are doing.

CAPT Tony Kurta
Director, Surface Officer Distribution
Division (PERS-41)

IN THE SCOPE

Captain's Corner

Screening board preparations: Preparations for the FY-06 Screening and Selection Board season are well underway. The FY-06 Submarine CO/XO Screening Board convened in May. It covered officers in year groups (YGs) 94, 95, and 96, who were eligible for XO selection, and officers in YGs 90 and 91, who were eligible for CO selection.

Prior to any future board for which you are eligible, we highly recommend that you review your entire record, as well as verify your OSR/PSR to ensure its completeness. CD-ROM copies of your record can be ordered online from <https://www.bol.navy.mil>. Make time to review your record. If there is something missing from either your CD-ROM or OSR/PSR (FITREP, award, graduate degree, etc.), you can make the corrections before a board convenes. Specific items to look for include:

- FITREP continuity on PSR
- All FITREPs on your CD-ROM are readable and listed on the PSR (especially your most recent regular report)
- Photo is current (e.g., if you are a LCDR, you should have a LCDR photo)
- Your OSR should have an accurate listing of your completed college education in the [Education box](#)
- Your OSR and CD-ROM should both list the correct number and type of awards in the [Personal Decoration box](#)
- Your OSR should list the appropriate Additional Qualification Designators (AQDs) in the [Special Qualification box](#)

NOTE: Detailers can no longer update missing FITREPs and/or awards in your record.

To correct your record, you need to send the appropriate documentation to the cognizant authority for the item you are updating. Instructions and contact information are available online at BUPERS ONLINE. The following paragraphs give a basic description of how to correct common problems:

1) Awards: The ODC provides a listing of personal decorations, awards and medals received by the officer up to a total of 16 awards.

Submit corrections to:

Navy Department, Board of Decorations and Medals (N09B13)
Chief of Naval Operations
2000 Navy Pentagon
Washington, DC 20350-2000
Telephone: DSN 325-1770/64 or COMM (202) 685-1770/64
Enclose copies of the PSR Part I and the citation.

2) FITREPs: Call the Customer Call Center at 1-866-U-ASK-NPC and you will be directed to someone who can ask what you need, look at your record, and, if necessary, direct you to fax in the required document or recommend pursuing a letter of correction.

3) Education: Education history is now managed by Navy Standard Integrated Personnel System (NSIPS) located in New Orleans. The office can update formal education on your OSR/PSR:

NSIPS Information Technology Center

ITC 14 BLDG 3 Third Floor
Attn: CDM2251 Lakeshore Dr
New Orleans, LA 70145

Telephone: (877) 589-5991, FAX: (504) 697-0342

Before you can update your education history, you first have to go to BUPERS Online at www.bol.navy.mil. Enter the secure site, pull up your Officer Data Card (ODC) and click on the education section to update the record online. Once your updates are complete, the webmaster will send you a confirmation e-mail. The service center in New Orleans will require you to fax them both the e-mail and your transcript.

If you wish to submit any third party correspondence to the board, you (the officer on whose behalf the correspondence is being submitted) must endorse the submission before it can be considered by the board. Ensure all board correspondence is addressed to:

President, FY-0X Submarine CO/XO Screening Board
Commander, Navy Personnel Command (PERS-42)
5720 Integrity Drive
Millington, TN 38055-4200

Two-look Department Head screening process: The Submarine Department Head (DH) screening format has changed. Beginning with the FY-06 DH screening board, which convened in December 2004, a two-look DH screening process was utilized, vice the single-look format used in the past. As a result, each YG, beginning with YG 00, will receive an early look for submarine DH at YCS and a final look at six YCS.

Selection for submarine DH will be based on an officer's performance during his junior officer sea tour. In order to be eligible for an early look during the submarine DH selection process, junior officers must be Submarine warfare-qualified. Engineer Officer qualification is not a prerequisite for an early look. Those officers not screened during the early look will be considered "unresolved" until their final look the following year. The high probability of an officer screening for DH will not be impacted by the two-look screening process.

Squadron Deputy: Beginning in FY-05, all call-ups from COSS to Command will occur from the pool of serving Squadron Deputies. Based on the number of squadrons and the historic rate at which COSS officers are called-up to Command, most eligible COSS officers will be needed to serve as a Squadron Deputy. Additionally, to meet the increased demand for Squadron Deputies, and to provide an unparalleled opportunity to prepare for command, some unresolved officers rolling directly from their XO tours will be detailed to serve as a Squadron Deputy.

JO manning: Junior Officer (JO) manning has become a frequent topic of wardroom discussion. To assist the community in meeting the manning needs of key shore facilities, and to alleviate wardroom JO manning pressure, we ask that you take a close look at your JOs, and roll the right officers ashore at the earliest opportunity. Commands should plan to roll their JOs ashore three months early, at the 33-month point in their JO tour.

CAPT Bill French
PERS-42



Captain's Comments

We just completed our second Aviation Command Screen Board since moving it to the early spring timeframe. This year we looked at 900 or so records covering three year groups. We will only look at two year groups next year and maintain the "three looks in two years" schedule. As always, sustained, documented superior performance; career diversity and multiple qualifications lead to selection. We are working very hard to enhance the Board's ability to select the best of the best to ensure we have the

most qualified officers in command. It is very difficult due to the tremendous number of talented officers available.

In June we will conduct our next Department Head Screen Board. Selection rates will mirror last year's rates. One change this year will be the chance for those not selected for operational department head to be selected for an alternate career path such as FM, OA, Space or Training Command department head. All second-look candidates will be selected for something.

As the size of the Navy changes, Naval Aviation will also. We are taking

measured steps to accurately access to requirements, plan for attrition, provide the career guidance and training all officers need and meet the global requirements of the War on Terrorism. Our plan is to keep it in the middle as we proceed down this glide slope, but we will no doubt have to correct both highs and lows as we proceed down the glide slope. Keep in touch with BUPERS and we'll make sure we do our best to get you the Situation Assistance and career guidance direction you need.

CDR P. R. Cleary
Deputy, PERS-43

Navy urges Sailors to take steps to avoid identity theft

From Fleet & Family Support Program Marketing, Commander, Navy Installations Millington Det.

MILLINGTON, Tenn. (NNS) — The Navy is reminding Sailors to be vigilant in protecting their personal information. Identity theft, according to the Federal Trade Commission, occurs when someone uses your personal information, such as your name, Social Security number (SSN), credit card number or other identifying information, without your permission to commit fraud or other crimes.

"Sailors can reduce the risk of becoming a victim of identity theft if they use all diligence possible," said Al Starks, Fleet and Family Support Program (FFSP) financial educator, Naval Air Station, Joint Reserve Base, Ft. Worth, Texas, and a victim of identity theft. "Always be alert and take nothing for granted when it comes to your identity."

"The best way to deter identity theft is to make it harder for thieves to gain access to your personal information," he added. "Guard your SSN, and never put your SSN on your checks." Starks also recommended the use of a good crosscut shredder to destroy all documents and mail that contain personal information.

"You may be surprised by how much information a thief could get just by rummaging through your trash," he said. "Keep an eye on your mail to ensure that bills and other financial documents arrive on time, and follow up with creditors if they don't." Protections on computers and other electronic equipments are equally important, Starks explained.

"Robust passwords, a good firewall, regular updates to your operating system and regular updates to your anti-virus software are necessary," emphasized Starks. "If you conduct business over the Internet, limit your interaction to only those sites that have security encryption."

For those that find themselves the victims of identity theft, the FTC recommends contacting any one of the three major credit bureaus to place a fraud alert on the credit file. As soon as the credit bureau confirms the fraud alert, notices will be sent to the other two companies. Individuals will then receive credit

reports from all three companies free of charge.

"It's best to check your credit report at least twice a year, making sure you get reports from all three of the major credit bureaus," advised Stark.

The FTC also recommends that victims of identify theft close accounts that may have been tampered with or opened fraudulently; file a police report; and file a complaint with the FTC.

The FTC has established a Web page for military personnel at www.consumer.gov/military, with each service having a designated section. The Navy's link has a direct online connection for reporting identity theft at www.consumer.gov/military/navy.htm. The FTC maintains a database of identity theft cases used by law enforcement agencies for investigations. Filing a complaint also helps the FTC learn more about identity theft and the problems victims are having.

For more information on preventing and recovering from identity theft, visit the FTC Web site at www.consumer.gov/idtheft/, contact the base legal department or visit an FFSP financial educator.

To report identify theft to the three major credit bureaus, contact Equifax Fraud (800) 525-6285; Experian Fraud (800) 397-3742; and TransUnion Fraud (800) 680-7289.

... Officer managment (cont. from page 11)

Officials have had demonstration authority to experiment with federal-civilian personnel policies for several years. Civilian demonstration programs are generally limited to a fairly small group of individuals, but the authority to do so for such programs "pretty much says you may waive law as it relates to promotion and pay and other major variables, and you can determine whether or not a new approach would be more effective," Carr said.

Defense officials are simply requesting the same flexibility to test changes to policies governing military officers, he said.

"Nobody is more interested in holding down manpower costs than the Defense Department, and nobody is more interested in readiness than the Defense Department," Carr said. "We're saying, 'Empower us so that we can experiment with good ideas and offer you proven good ideas.'"

Opportunities await Sailors at various duty stations

DoD seeks people with language skills, regional expertise

By Donna Miles, American Forces Press Service

WASHINGTON (NNS) — If you speak a foreign language or have the desire and aptitude to learn one, Uncle Sam wants you. The Defense Department is on the lookout for people with language skills to support not only current operations, but future ones as well, according to Gail McGinn, deputy undersecretary of defense for plans.

And just as important as language skills, she said, is an understanding of other countries' geographies, cultures and people.

The military has the greatest language and cultural expertise in four primary languages: German, French, Spanish and Russian, McGinn said during an interview with the Pentagon Channel. But when the terrorist attacks of Sept. 11, 2001, thrust the United States into the war on terrorism, the department simply didn't have enough linguists fluent in Arabic or in Dari and Pashtu, the languages of Afghanistan, she said. Similarly, she said, DoD has come up short on linguists for other areas of the world that have attracted increased U.S. interest during the war on terrorism. McGinn said the revelation has been described as a "Sputnik moment." When the Soviets launched Sputnik, the first man-made satellite, in 1957, the United States quickly began promoting math, science and language in its schools so it could play catch-up.

Similarly, after 9/11, the United States recognized its language deficiencies for certain parts of the world.

"The global war on terror...made us realize that we need these capabilities, and we need people to have these skills," she said. Language and cultural skills help service members interact with the local people, McGinn said. Civil affairs specialists and interpreters deployed throughout Iraq are demonstrating the value of those skills daily as they interact with local citizens and their leaders.

But if more service members had language skills, the operational payoff could be tremendous, she pointed out. For example, when coalition troops were headed north toward Baghdad at the beginning of Operation Iraqi Freedom, what if the local people had information they wanted to share? And what if the U.S. troops wanted to warn them about something, or to diffuse a situation?

"I think you can see, just from that set of activities, how important it is to have the ability to communicate in the language of the country that you're in," McGinn said.

To help boost language skills within the military, McGinn said, DoD has launched or plans to introduce several new initiatives:

- Increase the Defense Language Institute's budget by more than \$50 million to go toward curriculum development and improved foreign language testing, to develop more "crash courses" for deploying troops, and to begin training students to higher levels of proficiency.
- Receive legislative authority to increase foreign language proficiency pay for military linguists from the current high of \$300 a month to a top rate of \$1,000.

- Pay stipends to college students involved in regional studies and language studies who agree to seek jobs within the U.S. national security establishment, through the National Security Education Program.
- Establish the National Flagship Language Initiative, in which colleges and universities offer advanced language training in Arabic, Korean, Chinese and Russian to students who agree to work for the national security establishment.
- Initiate a pilot program within the Army encouraging Iraqi Americans to join the Individual Ready Reserve, providing a pool of Arabic linguists, ready when needed. Of more than 200 people recruited through the program, 44 have deployed to Iraq and Afghanistan and another 19 are awaiting deployment.
- Will survey members of the current force, both military and civilian, to determine who has language skills that could prove useful in current or future operations.
- Issue a white paper encouraging the United States to promote the emphasis placed on language skills nationwide.
- Promote the development of technology with language and translation software.
- Is considering establishing a database in which American citizens can register their language skills or sign up for a civilian linguist reserve corps that could contribute to national language requirements as needed.

McGinn said these and other initiatives under consideration will help the United States better position itself for future military operations, wherever in the world they occur.

"We're working on a lot of those initiatives to try to...anticipate the unanticipated," she said. She sees the new initiatives as solid first steps in changing the importance DoD places on foreign language skills.

"This is really more than just finding linguists and people with the ability to speak languages," she said. "It's a transformation in the way language is viewed in the Department of Defense — how it is valued, how it is developed and how it is employed."

Integrating foreign language and regional expertise into the military mindset will have far-reaching implications, McGinn said, affecting "the way we conduct operations and the way we conduct ourselves in the world."

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Developing the Information Technology professionals of tomorrow – today

By LT Samaria Hunter, Officer in Charge
of NMCI Detachment Norfolk

Are you a top-performing Information Systems Technician, seeking a challenging opportunity? Interested in being a part of an innovative special program that facilitates the Navy's Human Capital Strategy of placing the right people, with the right skills, in the right place? If so, the Navy Marine Corps Intranet (NMCI) Detachments may be just the assignment for you.

NMCI is the Department of the Navy's shore enterprise network that delivers centrally managed, comprehensive, end-to-end information service through a common computing and communications environment. The NMCI Detachments were established as part of this groundbreaking initiative. In a revolutionary approach of developing Information Technology core competencies, Sailors assigned to the NMCI Detachments work side-by-side with some of the industry's most highly trained civilians from companies such as Electronic Data Systems (EDS), Dell, Netco Government Services, and Raytheon. Fully integrated into the enterprise, Sailors are valued members of a NMCI team supporting a network second in size only to the Internet and currently comprised of over 230,000 seats and expected to grow to over 360,000 seats in its final state.

Through a blended solution of instructor led, computer-based and on-the-job training, Sailors develop the knowledge, skills and abilities to effectively operate, maintain and administer secure, reliable networks in support of the Navy's mission. As word gets out to the Fleet about the many



successes of the program, commands are aggressively seeking out our Sailors for follow-on tours. The critical skills and abilities developed in the program are an immediate value added to the Fleet's operational readiness and are quickly gaining our Sailors recognition as some of the best qualified Information Technology professionals in the Navy.

As a member of the NMCI Team, Sailors progress through the enterprise developing Information Technology core competencies through job assignments on the Help Desk, Base Operations, and Network Operations Center. An Individual Development Plan is devised for each Sailor based on past knowledge and experience to ensure optimal progression through the enterprise. Along with receiving real-world Information Technology experience and training, the

NMCI Detachments also provides Sailors with the unique opportunity of attaining industry standard certifications from leading certification organizations such as the Computing Technology Industry Association (COMPTIA), Microsoft and Cisco.

Created as a win-win partnership between EDS, the primary contractor, and the Navy, there are tremendous benefits for all involved. Sailors receive state-of-the-art Information Technology training and certifications, EDS receives knowledgeable technicians integrated into their workforce, and ultimately the Navy returns Sailors to sea as well-trained network systems administrators fully capable of supporting Fleet Information Technology requirements.

The NMCI Detachments are co-located with the NMCI Network Operation Centers and Help Desks in Norfolk, Va. and San Diego, Calif. To qualify for assignment in this innovative program, Sailors must *be motivated Information Systems Technicians* who meet requirements of MILPERSMAN 1306-967, to include warfare qualification and five years obligated service. Additional information can be found at <http://www.nmci.navy.mil>.

Come join our team, where we are "Developing the Information Technology professionals of tomorrow – today!"

Navy Operations Center in D.C. needs Sailors

Are you looking for a challenge? Want to add some excitement to your career? Well, look no further. Come join the Navy's elite at the Navy Operations Center (NOC) located in Washington D.C. at the Pentagon.

As a part of the OPNAV team, the NOC is the focal point for joint and Naval operations and operational reporting on Naval forces worldwide. The NOC is looking for top Sailors (E-4 through E-6) that need a challenge and want to enhance their

career. At the NOC, Sailors are a part of an elite team of experts consisting of seven different ratings (IT,OS,ET,QM,FC,DM,LI).

This dynamic, fast-paced atmosphere offers exposure to a great deal of diversity and advanced information technology and will help pave the way for advancement. If you are a "front runner" searching for a rewarding challenge, you are just the person we are looking for. If interested, contact your detailer or the NOC Senior Enlisted Leader, ITCS(SW) Theodore Draughn at DSN: 222-8883.

... Families First

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convenience and reduces the need for the double handling of property."

Families First provides a payment program feature that automates payments to transportation service providers. The introduction of automated PowerTrack payments for transportation service providers enables them to be paid for their moves within 5 to 7 days. This important program feature will especially benefit the small business owner sector of the moving industry. PowerTrack assists their business operations by eliminating payment delays and providing a consistency to their cash flow.

"We recognize that Families First represents a dramatic change in the way we do business," Hicks said. "The greatest challenge is managing business among competing firms."

To follow the implementation of Families First and to keep apprised of the business rules as they develop, go to the SDDC web page at <http://www.sddc.army.mil>. Then click on Personal Property, Programs and Families First.

Navy looking for Sailors to serve as Recruit Division Commanders

GREAT LAKES, Ill.-The Navy's only boot camp is looking for motivated, career-minded Sailors to shape the future of the Fleet by serving as Recruit Division Commanders, or RDCs.

RDCs are also known around the Fleet as "red ropes" and have a unique privilege: They are entrusted with the job of encouraging, training, molding, and teaching civilian men and women - and most importantly, transforming them into Sailors.

"We prepare Sailors for service in the Fleet," Cryptologic Technician (Technical) First Class (SW/AW) Thomas Dahlinghaus, said. "The job gives us the rare opportunity to have responsibility for and authority over 88 Sailors. We manage their training, their lives. By the time we go back to the Fleet, we're ready for anything. It's a broadening experience, a time of real personal growth for RDCs."

It's a job that comes with high standards and high rewards. One of the best rewards is the increased promotion opportunity. Last year, the Navy-wide average for eligible candidates being selected for chief was 20.4 percent. The average for eligible candidates serving as RDCs was 32.8 percent.

"These individuals are shaping our future force, and their demanding jobs are recognized by selection boards as developing senior enlisted leaders [who] can serve in the most challenging jobs in the Fleet," said CNO-directed Command Master Chief (SW/AW) Tony Driver of Naval Service Training Command.

Storekeeper First Class (AW) Jose Rodriguez said the job is extremely rewarding because RDCs get to see the result of their efforts.

"[Recruits] see the self respect they have gained," Rodriguez said. "When they finish Battle Stations, they're considered one of us. You see the tears and you know how much it means to them. After all the hours that you put in, it all comes together."

After graduating a division of new Sailors, Rodriguez said he meets with parents who often say they're impressed with the change they see in their sons or daughters.

"There is a sense of pride in that," he said.

Because Sailorization is a critical task and one that requires extensive preparation, RDCs can earn the Master Training Specialist designator. This Naval Education

Training Center-sponsored program recognizes outstanding instructors who demonstrate a high level of excellence in the field of education and training. Earning an MTS designation distinguishes Sailors in the Fleet and can give Sailors an advantage in post-military career searches.

RDCs who are returning to Great Lakes for the first time since their own boot camp experience will also be part of large-scale changes at RTC including a \$757-million recapitalization program, and the Navy's Revolution in Training that has completely changed many aspects of the Recruit experience.

"It's definitely not the boot camp I went to," Dahlinghaus said.

Since 1998, RTC has been demolishing barracks that were built in the 1960s and closing old classrooms that were cramped, stuffy and often either too hot or too cold for learning. Going up in their place are new, 179,000 square-foot "ships," each with its own galley and electronic classrooms. The state-of-the-art classrooms have computers for each Recruit. The rooms are climate-controlled. Air is circulated and filtered free of germs, drastically reducing the rate of the respiratory infection. Another benefit for a Division living, learning and eating under one roof is the elimination of hours of marching from barracks to classrooms to galleys.

In the past, Chief of Naval Operations Adm. Vern Clark has said the Navy is providing instructors and Recruit Division Commanders the kinds of tools and facilities that they need to get the job done.

"What is going on here at Great Lakes is a tremendous investment in the infrastructure," Clark said, "so that the men and women serving here have the right tools to create the 21st century Sailor."



Aviation Ordnance Chief Coleman Skillingstad is a Recruit Division Commander (RDC) responsible for shaping recruits, such as those shown here exercising in their compartment, into Sailors. U.S. Navy photo by Chief Photographer's Mate Chris Desmond.

To be an RDC, a Sailor must be a warfare-qualified E-5 or above (E-5s must meet time-in-rate requirements) and be interviewed by a panel of one command master chief and two senior enlisted personnel. Command career counselors have more information about what it takes to be an RDC. There are also details found at www.nsgreatlakes.navy.mil/rtc.htm or **MILPERSMAN 1306-954**.

The training of RDCs is extensive. Sailors coming from the Fleet don't need experience in drilling units of Sailors, nor do they need classroom experience as a teacher. RDCs in training take a second trip through boot camp during a demanding 13-week training program. The training includes indoctrination, drilling, administration, lots of PT, and leadership training. During this training, prospective RDCs wear "blue ropes" which they will later exchange for the more familiar red aiguillette of a fully trained RDC.

"For the blue ropes, the training is critical," Hospital Corpsman Chief Marsha Burmeister said. "Those 13 weeks are giving them the tools they'll need on that first push."

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Plan would revise rules for officer retention and advancement

By Andrew Scutro, Navy Times

A project that would experiment with how officers are promoted may give hard-charging Sailors a fast-track option.

As conceived, the Officer Management Pilot program would allow those with certain qualifications to stay in the service longer than statutes currently permit, relaxing the pressure of the so called "up or out" promotion ladder. It also works the other way: Those who perform exceedingly well could fly through the ranks, bypassing time-in-grade requirements.

"It may cause an all-star to rise quicker or it may cause an adequate person who's still useable to remain longer, notwithstanding the fact that they were not promoted," said Bill Carr, principal director for military personnel policy for the Defense Department. If the project gets the go-ahead from Congress, DoD would experiment with adding flexibility to the laws that force officers to separate from the service at a certain age.

Also under consideration: allowing officers to present themselves to selection boards when they feel they're qualified for advancement, not solely when they've hit a certain time in service. Carr said the proposed measure has cleared the Office of Management and Budget, but faces a tough battle on Capitol Hill. Defense officials have been promoting the idea at subcommittee hearings this Spring. Acceptance of the proposal will mean inclusion in the 2006 Defense Authorization Bill.

Carr said some see the idea as "heretical," as it bucks time-honored methods. "We've got a government that isn't wild about experimentation," Carr said. Under the current arrangement, officers who fail twice for advancement are pressured out of the service. But the Defense Department does not want to lose those with certain skills, qualifications and credentials - not to mention expensive training - because of a rigid system.

If Congress gives the green light, four groups of officers would undergo the experiment, with the Navy in the lead. The Defense Department has to prove it's a good idea before trying to spread the project to other officer communities, Carr said.

Navy engineering duty officers, aviation engineering duty officers, and acquisition professionals from the aviation, submarine and surface communities would be involved in the project, with no more than 2,000 officers in each community eligible to take part.

Analysis of the proposal says it intends to address "shortfalls in grades 0-4 to 0-6 and keep subject matter experts in areas where the Navy can't afford to lose them." The other group is midcareer Army officers known as foreign area officers, who've chosen to specialize in particular global regions but can't advance above 0-6.

The original impetus for the proposal came from a Rand study, "New Paths to Success: Demonstrating Career Alternatives for Field Grade Officers."

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. . . . Recruit Division Commanders needed

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Before donning the red rope, there is an important period when a blue rope shadows a red rope, watching what they do and gradually increasing their interaction with Recruits. A red rope is always with a blue rope during this phase, and there is a weekly performance and progress review.

Even after RDCs earn their red rope and the Recruit Division Commander badge, the training is not done. New RDCs are paired up with veteran RDCs, allowing time to fully learn what is expected before taking control of their first Recruit division.

Yet, even with improved technology and less time marching from place to place, an RDC's job is physically and mentally demanding. The hours are long, and the job requires an investment by family members who must understand that this is not typical shore duty. The Navy offers several types of compensation to RDCs for their efforts. RDCs receive Special Duty Assignment Pay of \$375 per month and they receive a \$225 clothing allowance on top of their regular clothing allowance. They get front-of-line privileges for housing and day care, free dry cleaning for three uniforms each week, and are offered "choice of coast" when negotiating for their follow-on orders.

Aviation Boatswain's Mate First Class (SW/AW) Maguel Lashoun Brooks appreciates those tangible benefits but says the real payoff of being an RDC is seeing the impact they make on the lives of new Sailors.

"They look at you as a hero, father, and a role model," he said. "I am proud to know I am giving back to the Navy. I've contributed something to my service, and I'd want to serve with any of the Sailors I've trained."